

CARLSBAD POLICE DEPARTMENT
EMPLOYMENT INFORMATION

***Police Officer
(Lateral Entry)***



Monthly Salary Range:

\$4,459 - \$5,427

***Police Officer (Lateral)
(Experienced Peace Officers as defined by California Penal Code Section 830)***

Statement of Values

With a commitment to professional excellence we, the members of the CARLSBAD POLICE DEPARTMENT, provide quality service to the community to ensure the preservation of life and property and the maintenance of law and order. In doing so:

- We protect the rights of all persons.
- We strive to treat every person with respect, dignity, and compassion.
- We are committed to personal integrity, common purpose and support of each other as essential to an effective and productive work environment.
- We provide leadership in our profession as an example for all law enforcement and to guarantee the best possible service to our citizens.

The CARLSBAD POLICE DEPARTMENT is located in Northern San Diego County and is a progressive growing department consisting of 107 sworn officers and 38 non-sworn personnel. Opportunities for varied assignments such as uniformed patrol, detectives, K-9, off-road enforcement, motorcycles, beach patrol, traffic, vice and narcotics, business liaison, and Project DARE are part of the departments programs to stimulate individual growth and development.

Lateral Entry Police Officer

IDEAL CANDIDATE

The Carlsbad Police Department's "Ideal Candidate" exemplifies department values, is a leader, a role model, team player, and problem solver. The "Ideal Candidate" applies to the concepts of community oriented policing while maintaining an effective enforcement profile.

MINIMUM REQUIREMENTS

Candidates must have one year of California law enforcement experience as a Police Officer. A copy of the Basic POST Certificate must accompany the application. Possession of an appropriate California Drivers license.

SPECIAL NOTE: Those persons reentering law enforcement who have completed a POST Certified basic training course, or its equivalent, but who have had a three year or longer break in service must be retrained or complete the Basic Course Waiver process (contact Commission on POST for procedure www.post.ca.gov). The three-year period will be determined from last date of employment as a California Peace Officer, or from the date of last completion of a basic course, or from date of last issuance of a basic course waiver by POST, whichever date is more recent.



**Call (760) 602-2440 for an
application**

Application Procedure

Applications and job announcements may be obtained from and submitted to the CITY OF CARLSBAD, Human Resources Department, 1635 Faraday Avenue, Carlsbad, CA 92008. (760) 602-2440 or online at www.ci.carlsbad.ca.us.

SELECTION PROCEDURE

Oral Appraisal Interview: Appraisal of general experience, education, judgment, problem solving ability and communication skills. Those candidates who are categorized as "Highly Qualified" will continue in the selection process.

Background Appraisal: Completion and review of detailed Personal History Statement. Candidates meeting the basic criteria will continue with a background investigation.

Comprehensive-Background Investigations: A detailed investigation of the candidate's personal history and suitability for employment as a law enforcement officer based on the job dimensions identified by POST. This investigation will include a lie detection screening.

Captain's Interview: Personal interview with the Captain of Field Operations.

The Chief of Police may select/appoint any individual who has successfully completed the process. Appointments are probationary for one year. The final step before hire is a required medical and psychological evaluation.

Summary of Benefits

Education Incentive: Based on POST Certificates \$60 for Intermediate and \$90 for Advanced paid biweekly.

Bilingual Pay: \$40 paid biweekly to qualified employee.

Retirement: The City provides retirement benefits under the Public Employees' Retirement System. Other benefits covered under PERS include disability, death and survivor benefits. The retirement benefit is based on highest year of income, using 3% at age 50 formula.

Group Health Insurance: Cafeteria Plan (Pers Health) - choose from indemnity plans or HMO plans.

Life Insurance: The City provides life insurance equal to one times annual salary. Employees may purchase additional life equivalent to one times the base amount.

Uniform Allowance: Uniform allowance is \$650, paid out on a biweekly basis in the amount of \$25.

Senior Officer Program: Promotional program available to qualified officers. Senior Officers receive an additional 5% above top step police officer and are identified by uniform chevrons.

Deferred Compensation: Employees may contribute a portion of their salary to a tax-deferred savings account.

Holidays: Twelve paid holidays plus one floating holiday per year.

Vacation: One to five years service, 10 days. Six to ten years, 15 days. Ten years plus, 15 days plus 1 day for each year over 10 years up to a maximum of 20 days. Employees are eligible for paid vacation days after they have been employed with the City six (6) full months. All police employees are entitled to accrue vacation up to a maximum of 320 hours.

Sick Leave: Accrued at the rate of 12 days per year. Unused sick leave may be accumulated. Sick leave to vacation conversion at a 3:1 maximum 5 days annually. Retirement conversion at 25 days to one month.

FTO (Field Training Officer) Pay: Officers serving as FTOs receive an additional \$20 per day shift while engaged in training.

City Mission Statement

Our mission is to provide top-quality services to our citizens and customers in a manner that enhances the quality of life for all who live, work, and play in Carlsbad.

City of Carlsbad
Human Resources
1635 Faraday Avenue Carlsbad, CA 92008
Phone (760) 602-2440 Fax (760) 602-8554

Job Line (760) 602-2480 www.ci.carlsbad.ca.us

